

**SALARY EQUITY FACULTY SURVEY
MARCH 2015**

SUMMARY REPORT

April 15, 2015

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Executive Summary of the 2015 Salary Equity Faculty Survey

Introduction

In Spring 2015 a Faculty Salary Survey was conducted regarding UNC's salary distribution policy. The survey was designed through a collaborative effort among members of the Faculty Salary Equity Committee, and was distributed to all part-time, full-time contract renewable, tenure track, and tenured faculty via the emp-fac@listerv mailing list. The survey consisted of 22 questions asking several types of questions such as faculty status, college, discipline, and rank, then a series of questions regarding understanding of faculty salary topics, then opinions on salary issues, merit pay, and compensation, and finally demographic questions. A total of 213 surveys were completed on Qualtrics, from a survey sample size of 767, with an overall 28% return rate, with higher responses rates from full-time faculty.

Survey Results

Most of the respondents were tenured (57%), or tenure track (19%), for a total of 76%. The remaining 24% were contract renewable or adjunct faculty. Most of the faculty were Assistant Professor or higher – 23% Assistant Professor, 27% Associate Professor, and 33% Professor. The remaining 15% were at the Instructor level or below. Of the total number of responses, Natural and Health Sciences accounted for 27%, Humanities and Social Sciences 26%, and Education and Behavioral Sciences 24%, followed by Performing and Visual Arts 14% Business 5% and the Libraries 4%. Looking at the demographics, most respondents were white (94%), and slightly more female (52%).

When asked about overall satisfaction with the current faculty distribution methods, the majority of faculty were almost equally distributed between Somewhat Satisfied (26%), Somewhat Dissatisfied (29%) and Dissatisfied (27%). Almost three quarters of the faculty felt they understood the compensation process and salary parity Somewhat to Very Well. But faculty did not feel they understood salary compression or inversion, or merit pay as well.

Most faculty believed they were Somewhat to Not Well kept up to date on faculty salary distribution information, with the university being slightly better at communication than their college or department. A strong majority (83%) of faculty believed “all faculty deserve a nationally competitive salary in light of rank and discipline”.

While two thirds of faculty respondents said they understood UNC's goal that on average, faculty salaries will equal 90% of peer institutions (with some faculty salaries remaining below 90% while others are above 90%), about 80% of the faculty wanted the university to pursue a different goal: “Each faculty member's salary will be equal to at least 90% of parity.” Almost all of the faculty (88 %) would like to be better informed about faculty salary information, and they believe it is the administration's responsibility to keep them informed. Faculty perceive that their compensation relative to their peers at similar institutions is Below to Well Below average (86%), and they also believe that having a nationally competitive salary is Important/Very Important (81%).

There were two open-ended questions in the survey asking opinions about compensation in terms of parity and merit pay at UNC. Overwhelmingly, the responses indicated that achieving parity and having competitive salaries relative to their peers was very important. Achieving 100% parity was the appropriate goal to strive for, and then secondly (and if there is money) having an equitable merit pay system.